



DEPARTMENT OF THE ARMY
UNITED STATES ARMY TEST AND EVALUATION COMMAND
4501 FORD AVENUE
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Commander's Policy #3

CSTE-EEO

29 January 2003

MEMORANDUM FOR ALL ATEC PERSONNEL

SUBJECT: Commander's Policy #3 – Prevention of Sexual Harassment (EEO)

1. The U.S. Army Test and Evaluation Command does not and will not tolerate any sexually harassing behavior by any member of this command. Individuals in command or supervisory positions must lead by example and will be held accountable for maintaining discrimination-free environments for all civilian and military personnel and their family members. Those engaging in sexual harassment or permitting others to continue harassing behaviors will be dealt with swiftly, in an appropriate manner according to all of the facts and circumstances.
2. Sexual harassment is defined as a form of sex discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 - a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career; or
 - b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or
 - c. Such conduct interferes with an individual's performance and creates an intimidating, hostile, or offensive environment.
3. It is important that sexual harassment be clearly understood. Therefore, all civilians, military supervisors of civilian employees, and civilian supervisors will receive annual training on the Prevention of Sexual Harassment (POSH). Individuals must feel free to report instances of sexual harassment without fear of reprisal. Personnel must be confident that a prompt inquiry will be conducted into each reported incident.
4. I expect the personal involvement and commitment of each individual, at all levels, in ensuring the elimination and prevention of sexual harassment.
5. A copy of this memorandum will be permanently posted on employee bulletin boards, the ATEC home page, and other conspicuous places for ready reference.

ROBERT E. ARMBRUSTER
Major General, USA
Commanding

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